



## Colorado High School Charter Dean of Culture

Colorado High School Charter is seeking a Dean of Culture at our Osage Campus in Denver, Colorado.

### **Colorado High School Charter Overview**

Colorado High School Charter (CHSC) is a 9-12 public charter school whose mission is to transform the alternative education experience by igniting the potential within each of the diverse young people we serve. CHSC is one of the leading alternative education campuses in Denver, with student achievement data consistently showing notable growth. As a member of the CHSC team, you will have the opportunity to develop meaningful relationships with your students while receiving regular coaching and professional development to allow you to make a difference for students who have not found success elsewhere.

<https://www.coloradohighschoolcharter.com/>

### **What makes working at CHSC exciting?**

- Constant learning through regular coaching and professional development
- A focus on student personal and academic growth achieved through tailored curricula, a supportive school environment and community partnerships
- Social emotional support for students to remove barriers in and out of the classroom so ALL students can be successful
- A great staff culture that regularly celebrates student and staff achievement
- We are growing. CHSC has experienced increased enrollment; word is spreading about the amazing work we do.

### **What do we look for in candidates?**

- You are passionate about education in an alternative education setting and are excited about Colorado High School's mission.
- You have experience or a strong desire to work with young people who have struggled personally or academically in conventional school settings.
- You are tenacious about your own professional growth and have the ability to seek and apply feedback to improve your practice.
- You're entrepreneurial, innovative and willing to do "whatever it takes."
- You value developing trusting and often transformative relationships with students.
- You are a team player who helps create a positive and vibrant school culture for both staff and students.

### **Job Summary**

Under general guidance from the Principal, this position is a non-administrative position focused on creating a positive and supportive school culture. This position is responsible for consistent implementation and enforcement of school policies at CHSC. The Dean of Culture is responsible for the general safety and welfare of all students and staff and provides role modeling and guidance for students and educators in appropriate conduct and choices. Key responsibilities include: disciplinary actions in accordance with the policies and practices of Restorative Justice and Response to Intervention (RTI), cultivation of community culture, discipline incident tracking, Positive Behavior Support systems for students, and communication with families as needed. This position is responsible for managing facility and student safety processes.

### **Job Duties**

- In conjunction with the Principal, coordinate all student disciplinary measures, including consistent implementation and enforcement of school policies, positive behavior supports creation of and implementation of behavior plans, documentation and parent/Probation Officer/Case Worker contact.
- Implement the disciplinary program following the Restorative Justice model for managing discipline and reinforcing positive school culture.
- Coordinate and lead “re-entry” process following disciplinary actions.
- Work directly with students as a resource and facilitator of critical thinking.
- Model and use productive strategies for conflict resolution, including redirection, choice making, restoration, patience and learning.
- Lead Threat Assessments and Safety Plans
- Support classroom educators in implementing restorative practices for their classroom management.
- Lead Professional Development for educators to design classroom management techniques to support standards of conduct, disciplinary guidelines and best practices.
- Develop new ideas or programs in alignment with school culture and positive self-discipline.
- Participate in student recruitment plans and school outreach.
- Support Positive Behavior Interventions and Supports through Awards Ceremony, Family Nights, etc.
- Work hours are M-Th 8:00-4:30, working Friday 9-3, non-working Friday – off (typically every other Friday is non-working) starting in school year 2022-2023. M-F 8-4 for school year 2021-2022.

### **Qualifications**

Colorado High School Charter seeks candidates with strong character, passion for supporting students of diverse backgrounds and needs, and a relentless commitment to improvement and learning.

#### **Required:**

- Bachelor’s degree in Counseling, Psychology, Social Work, Human Services or similar field of study
- Reliability with commitment to follow through
- Self-starter seeking to work and take initiative in fast-paced environment
- Excellent oral and written communication skills

- Excellent organization skills and attention to details
- Permanent US work authorization

**Desired:**

- Experience working with diverse students and families
- Experience working in mental health, student services, or similar work experience
- Bilingual Spanish/English
- Proficiency in using Infinite Campus

**Compensation**

Salary between \$49,186 and \$69,240, commensurate with experience and includes a comprehensive benefits package.

**To Apply**

Email resume and cover letter to [careers@chscharter.org](mailto:careers@chscharter.org)

*CHSC proudly values diversity and is an equal opportunity employer. Colorado High School Charter does not discriminate on the basis of race, color, national origin, age, sex, or disability, in admission or access to, or treatment or employment in its programs and activities.*

**CHSC Mission**

*Colorado High School Charter is transforming the alternative education experience by igniting the potential within each of the diverse young people we serve. CHSC ensures students' personal and academic growth by creating tailored curricula, a supportive school environment, and community partnerships. We empower our students to succeed in life and positively contribute to their families and communities by offering them the freedom and resources to pursue a post-secondary path aligned with their individualized goals.*